

**Before the Board of Supervisors
County of Monterey, State of California**

Resolution No.: 22-499

PPPR Control No. 22-037)

HRM Control No. 22-032)

Adopt a Resolution to:)

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendices A and B to create the classifications of Hospital Patient Safety)
Manager and Hospital Compliance Officer with the salary ranges as indicated)
below;)
- b) Amend the Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 -)
Appropriation Unit NMC001 to reallocate a Hospital Risk Assessment and)
Compliance Officer to a Hospital Compliance Officer and a Hospital Quality)
Assurance Nurse to a Hospital Patient Safety Manager as indicated below; and)
- c) Direct the County Administrative Office and the Auditor-Controller to the)
approved position changes in the FY 2022-23 Adopted Budget and the Human)
Resources Department to implement the changes in the Advantage HRM System.)

WHEREAS, at the request of Natividad Administration, conducted a classification and base wage compensation study to determine if there is sufficient external market data to help support creating two distinct classifications that focus on the functional areas of patient safety and compliance in a hospital setting; and

WHEREAS, the classification and base wage compensation study was conducted according to current study methodology and it is recommended to implement the recommendations as indicated; and

WHEREAS, it is recommended to reallocate positions to better reflect the scope and complexity of the duties, knowledge, skills, and abilities; and

WHEREAS, it is recommended to reallocate a Hospital Risk Assessment and Compliance Officer position to a Hospital Patient Safety Manager position and 0.5 FTE Hospital Quality Assurance Nurse to 1.0 FTE Hospital Compliance Officer; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to be amended;

NOW, THEREFORE BE IT RESOLVED, by the Board of Supervisors in and for the County of Monterey as follows:

- a. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A and B are amended to create the classifications and associated salary ranges of Hospital Patient Safety Manager and Hospital Compliance Officer, as indicated below;

<u>Classification Title:</u> Hospital Patient Safety Manager												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$74.049	\$78.121	\$82.418	\$86.950	\$91.732	\$96.319	\$101.135	14M43	7	P	9043	X	Exempt
\$5,923.90	\$6,249.70	\$6,593.42	\$6,956.03	\$7,338.59	\$7,705.52	\$8,090.80						
\$12,835	\$13,541	\$14,286	\$15,071	\$15,900	\$16,695	\$17,530						

*provided for information purposes only

<u>Classification Title:</u> Hospital Compliance Officer												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$72.490	\$76.477	\$80.683	\$85.120	\$89.801	\$94.291	\$99.006	14M44	7	P	9043	X	Exempt
\$5,799.20	\$6,118.14	\$6,454.62	\$6,809.60	\$7,184.11	\$7,543.31	\$7,920.48						
\$12,565	\$13,256	\$13,985	\$14,754	\$15,566	\$16,344	\$17,161						

*provided for information purposes only

- b. The Natividad Budget Unit 9600 FY 2022-23 Adopted Budget is amended to reallocate a Hospital Risk Assessment and Compliance Officer to a Hospital Compliance Officer and a Hospital Quality Assurance Nurse to a Hospital Patient Safety Manager as indicated below:

**Reallocate Positions to Hospital Patient Safety Manager and Hospital Compliance Officer
Quality Assurance Department
Budget Unit 9600-8456**

From/To	Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
From	14M32	Hospital Risk Assessment and Compliance Officer	0001	(1.0)	0.0
To	14M43	Hospital Patient Safety Manager	0001	1.0	1.0
From	52A50	Hospital Quality Assurance Nurse	0011 0006 0007	(0.1) (0.2) (0.2)	7.9
To	14M44	Hospital Compliance Officer	0001	1.0	1.0

- c. The County Administrative Office and the Auditor-Controller are directed to incorporate the approved position changes in the FY 2022-23 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 13th day of December 2022, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew, and Adams

NOES: None

ABSENT: None

(Government Code 54953)

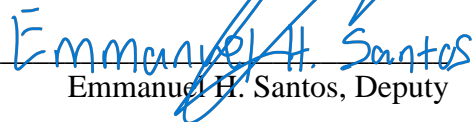
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on December 13, 2022.

Dated: December 19, 2022

File ID: RES 22-204

Agenda Item No. 28

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Emmanuel H. Santos, Deputy